

## **Autism, Developmental Disabilities and Family Support Anti-Racism Principles and Objectives**

### *Anti-Racism Principles for Autism, Developmental Disabilities and Family Support (ASD/DD/FS) Task Force:*

- **Equity** –The CCD-ASD/DD/FS task force must actively identify and reduce racial disparities in ASD/DD/FS policies by ensuring equal access to quality ASD/DD/FS and other crucial supports. The Task Force will identify areas and the ways in which historically marginalized groups are receiving fewer, inadequate or otherwise inequitable supports and identify barriers that must be abolished to ensure equal access for those groups.
- **Intersectionality** – Poverty, English proficiency, gender and gender identity, and sexual orientation, among other considerations, can compound racial and ethnic disparities among persons with disabilities. CCD ASD/DD/FS Task Force initiatives must identify and respond to areas where the intersections of prejudices and discrimination lead to even greater inequities.
- **Collaboration** – Meaningful racial equity works requires collaboration with racial justice-oriented groups. Given that racism is so deeply entrenched in our systems, neither the Task Force nor CCD can be siloed. Members, as well as the Task Force itself, should collaborate with, actively support, and share resources with anti-racist advocacy groups, including those who may not be regularly engaged in CCD work.
- **Education** – ASD/DD/FS TF members must continuously educate themselves and other members on anti-racism issues. Anti-racism work is constantly evolving in response to political and social changes. We commit to remain engaged in fluctuations in the anti-racism movement.

### *Mission and Objectives:*

In recognition that the effects of racism are entrenched in all our service and support systems, the ASD/DD/FS task force will identify tangible methods to improve racial equity in ASD/DD/FS systems with the following objectives:

- Provide Task Force members and advocates with racial equity materials to encourage ASD/DD/FS advocacy through a racial equity lens.
- Improve the collection, analysis, and use of federal data necessary for identifying and eradication of racial bias, discrimination, and disparities in the design, delivery, financing and all other facets of ASD/DD/FS systems.
- Conduct one or more virtual town halls to listen and learn directly from Black, indigenous, and people of color who are individuals with disabilities, their families, allies, or direct support professionals about the bias, discrimination and disparities they experience in this country's ASD/DD/FS systems.
- Encourage Task Force members to engage with other task forces on collaborations to improve racial equity.

February 4, 2021

- Identify specific policy areas where the Task Force should expand its lens, change its approach, or otherwise has an opportunity to explicitly incorporate racial equity.
- Regularly assess areas where racial equity can be strengthened.
- Seek opportunities for engagement among non-CCD members focused on racial equity.

*Objectives for ASD/DD/FS Task Force:*

- Review Anti-Racism Work Committee materials on racial equity in ASD/DD/FS systems.
- Identify groups most likely to be affected, negatively or positively, by proposed policies.
  - This includes considering different ways each community could be impacted as well as intersectionality among demographics.
- Review the interplay of insurance, access to healthcare, housing, transportation, education, income, and workforce, health literacy, cultural disparities, and geographic area in ASD/DD/FS policies.
- Incorporate anti-racism across all areas of the Task Force's work.
- Collaborate with CCD and non-CCD members to enhance understanding of anti-racism in ASD/DD/FS.
- Provide ongoing feedback and engagement with ASD/DD/FS Anti-Racism Work Group.
- Develop and implement strategies to recruit and develop BIPOC task force members, leaders and co-chairs.